

OCFA Proposal Questions from the City Council

1. Please explain ISO ratings and how OCFA's services affect those ratings in the contract cities that they serve.

ISO collects information on a community's public fire protection and analyzes the data using a Fire Suppression Rating Schedule (FSRS). They assign a Public Protection Classification from 1 to 10. Class 1 generally represents superior property fire protection, and Class 10 indicates that the area's fire-suppression program doesn't meet ISO's minimum criteria. The Orange County Fire Authority is divided into five rating areas. For the majority of the area we are a class 3, and the canyon areas near the wild land is a 4.

Costa Mesa would remain a 2 until a re-evaluation is done by the ISO. ISO can keep Costa Mesa as a separate rating area if they choose to do so, and OCFA would support that decision. The insurance rating of 1-5 for residential remains the same rate; commercial property rates are different for 2 and 3.

2. Describe the differences in "Response Standards" for OCFA vs. Costa Mesa Fire and the reasons for those differences.

OCFA uses the following "response standards" for time. The chart shows the difference in the number and types of units that respond to various emergencies.

- *First Unit (this can be any emergency response unit)—From receipt of call to on scene of all emergency incidents. The first unit will respond within 7 minutes 20 seconds 80% of the time*
 - *This is 1 minute call processing (Receipt of 911 to Entered in Computer Aided Dispatch CAD)*
 - *1 minute 20 seconds turnout time (Dispatched to Enroute, needed time to don protective equipment)*
 - *5 minutes travel time (Enroute to On Scene, drive time)*
- *First Medic- From receipt of call to on scene of EMS emergency incidents, the first medic unit will respond within 10 minutes 80% of the time with 4 personnel 2 of them being paramedics*
 - *This is 1 minute call processing (Receipt of 911 to Entered in CAD)*
 - *1 minute 20 seconds turnout time (Dispatched to Enroute, needed time to don protective equipment)*
 - *7 minutes 40 seconds travel time (Enroute to On Scene)*

- *Effective Response Force Structure Fire- From receipt of call to on scene of Structure Fire emergency incident, the full assignment (3 engines/1 truck/1 medic/1 Battalion Chief) with 15 personnel will respond within 12 minutes 80% of the time*
 - *This is 1 minute call processing (Receipt of 911 to Entered in CAD)*
 - *1 minute 20 seconds turnout time (Dispatched to Enroute, needed time to don protective equipment)*
 - *9 minutes 40 seconds travel time (Enroute to On Scene, this is the time for all of the units to arrive – the first unit standard still applies)*

Structure Fire CM	Structure Fire OC/PA	Working Structure Fire OC/PA	2 nd Alarm Structure Fire CM	2 nd Alarm Structure Fire OC/PA
2 Engines	3 Engines	4 Engines	2 Engines	3 Engines
1 Medic Unit	1 Medic Unit	1 Medic	1 Medic	
1 Truck	1 Truck	2 Trucks	1 Truck	1 Truck
1 Heavy Rescue Squad				
1 BC	1 BC	1 BC	2 nd BC	2 nd BC
		Safety Officer		Safety Officer
		1 Division Chief		1 Division Chief
		Service Support Squad		Service Support Squad
			(Light Air If Squad not on scene)	Air Utility
				Information Officer
				Haz Mat Unit

High Rise CM	High Rise OC/PA	Haz Mat CM	Haz Mat OC/PA
3 Engines	6 Engines	1 Engine or Truck or Squad	1 Engine
1 Medic	1 Medic Unit		
2 Trucks	2 Trucks		1 Truck
1 Heavy Squad			
1 BC	2 BC	1 BC notified	1 BC
	1 Division Chief		
	1 Air Utility		Haz Mat Unit
	1 Assistant Chief		
	Information Officer		Information Officer
	Service Support Squad		

3. How will existing mutual aid and automatic aid agreements with surrounding cities be affected by contracting with OCFA? Will there be any effect on response times?

Mutual aid is a system that uses statewide and local resources for a specific emergency response. Mutual aid allows a community to request assistance from neighboring communities during an emergency without compensation for the first critical hours.

Automatic aid agreements are contracts between two fire services agencies in day-to-day situations. Automatic aid agreements enhance regional services by providing response to designated areas on a day-to-day basis but are not intended to supplant emergency resources of individual city or county fire departments.

OCFA and Costa Mesa both participate in the statewide system of mutual aid as well as having auto aid agreements with the fire departments that adjoin the city and use similar language in them. There will be no discernable difference in the response time. Both Costa Mesa and OCFA need to contact other fire dispatch centers to request resources from adjoining fire departments.

4. Paramedic Services

- **How do OCFA Paramedics interact with the Ambulance provider in transport of patients?**
- **Does OCFA charge any First Responder or ALS fees?**
- **Will the City of Costa Mesa still be able to charge their First Responder and ALS fees under a contract with OCFA?**

Patients are evaluated by the on scene OCFA Paramedic. The paramedic assessment determines whether the patient requires Basic Life Support (BLS) or Advanced Life Support (ALS) treatment and transport. If the patient is stable, does not need advanced interventions, and only requires advanced first aid; the paramedic will give a report of the patient's condition and other pertinent information to the ambulance attendants. The EMT team will escort the patient to the hospital.

If the patient is determined to have ALS level needs (invasive therapies, medication, ongoing monitoring, or transport to a specialty center hospital), the on scene OCFA paramedic(s) will maintain the current course of treatment for the patient. The paramedic(s) will then accompany the ambulance provider EMT team and escort the patient in the ambulance to the hospital where further care will be rendered by hospital staff.

OCFA currently does not charge a "first responder fee." Private ambulance providers, under contract with OCFA, that respond to and transport patients as a result of a 911 call to a OCFA jurisdiction are required to reimburse OCFA for medical supplies and ALS services (when the ALS services are utilized). The private providers bill the patient / insurance company for these services in addition to the transportation costs. The maximum allowable billing rates are set by the County of Orange and the reimbursement rates are approved by the OCFA Board of Directors

Under the proposed contract between Costa Mesa and OCFA, the city will continue to administer the program. As such, the current first responder fee and ALS reimbursement arrangement that the city has with the current provider (CARE ambulance Inc.). These reimbursements would remain intact with all revenue remaining with the city.

5. Plan Check and Inspection Services

- Describe the OCFA process, turnaround times, etc.
- Does OCFA offer an expedited plan check process?
- Is there an option available to allow Costa Mesa to continue to provide these services, rather than OCFA as part of the Fire Services contract?

Turn-around times for plan review services are identified on the fee schedule. In most cases turn-around times are identified as 10 days or less, with several plan types at 5 days and a handful that can be reviewed "over the counter" (same day service). Construction inspections are typically accomplished within 48 hours of the request. Our plan review and construction inspection turn-around time frames have consistently achieved our turn-around time goals 90% or better for the past ten years (10 days for plan review, 2 days for inspection). OCFA does offer an accelerated plan review and inspection process.

OCFA Planning & Development will discuss options with Costa Mesa to determine how they would like processes to be established. OCFA can accommodate plan pick up and drop off at the City of Costa Mesa as they do with many other partner agencies. Some agencies allow plans to be processed directly through OCFA. Ultimately, the choice falls to the City. OCFA Fire Prevention operates a full time front counter operation and has technical staff available to answer questions.

6. What is the length of contract provisions? Is there a modification to the maximum cap at any point in the term of the Agreement?

The length of OCFA's contract provisions are specified in the OCFA's Joint Powers Agreement. The term of the JPA is twenty years with an option to withdraw at each ten-year interval. The Board, upon consent of a majority of all of the Directors, may approve terms and conditions which vary from those specified in the JPA for a new non-member City that is joining the Authority.

The annual cap remains at a maximum of 4.5% throughout the term of the JPA.

7. Describe the types of apparatus proposed to be provided by OCFA to Costa Mesa and why it differs from the current Costa Mesa fleet?

- *Engine companies are the same type of apparatus.*
- *Battalion Chief Vehicle is the same.*
- *The Costa Mesa Truck at station 6 is a quint (water pumping truck), however; the staffing and equipment would include one paramedic capable of delivering Advanced Life Support (ALS) with OCFA.*
- *The Costa Mesa Truck at Station 1 does not pump water and cannot be used as a single unit response to incidents involving fire, electricity or hazardous conditions. OCFA uses water pumping trucks for a more versatile response platform.*
- *Medic Van: The medic van is configured with two firefighter/paramedics and responds to all types of emergencies. They can be used for dual functions such as firefighting and rescue operations and bring the added benefit of being paramedics capable of delivering Advance Life Support (ALS). A medic unit serves more than one first due area in most circumstances. A van allows the first due engine to go back in service to provide emergency response coverage in the primary area while the medic van follows up to the hospital with patients. This delivery platform provides a more reliable service to the citizens.*

8. Sick Leave and Vacation Accrual

- *Cost for paying off leave banks for departing employees*

The estimated cost is \$750,000.

9. Retirement Benefits

- **How would a contract with OCFA affect the City's PERS rates for safety employees**

See Report, Page 25

- **What will be the impact to transferring employees on their retirement benefits? (i.e. what happens with PERS benefits when they become OCERS members)**

Employees will have the option of choosing reciprocity or retirement. Employees who choose reciprocity will enter OCERS with service credit for eligibility for Service Retirement, Disability Retirement (non-occupational) and Survivor Benefits under each system. Employees who choose retirement will begin to draw retirement from PERS and will start over in OCERS as a new employee

- **What impact does the OCERS mistake have on Costa Mesa contract costs?**

The OCERS mistake has an impact on OCFA's unfunded pension liability; however, since OCFA has excluded its pension liability from the modified cost proposal to Costa Mesa, there is no impact from OCERS mistake on Costa Mesa's proposed contract costs.

- **How has the increase in benefits to 3% at 50 affected OCFA fiscal condition generally and cash contract costs specifically?**

OCFA uses a five-year financial forecast to project the future costs of negotiated benefits. Financial staff provides these forecasts to the Board of Directors when they are considering a new benefit or program. Various models of the forecast are compared against the "baseline" model, which reflects OCFA's financial outlook with no changes.

In the case of 3%@50, actual cost increases exceeded the impacts that staff had anticipated; however, there were many additional driving factors that contributed to increased retirement costs beyond 3%@50 (investment losses, reduced interest rate assumptions, changed mortality tables, etc.).

Staff used the five-year forecast to continuously update the Board on changes in financial outlooks from retirement costs along with all other financial areas, which enabled the Board to modify plans to hold financial spending plans in line with projected revenues.

During the years when OCFA experienced retirement increases associated with 3%@50 (2003/04 -2004/05), the OCFA's cash contract cities were protected by the cap on annual increases. At that time, the cap was only 3.5%. (See History of Annual Increases for Cash Contract Cities).

- **How is OCFA handling the unfunded pension liability?**

As described above, OCFA used its five-year forecast to project changes in financial position resulting from the unfunded pension liability, as well as impacts from reduced property tax revenues (74% of OCFA's revenue is from property taxes). This enabled OCFA to begin planning for negative financial impacts before the impacts were imminent. As a result, OCFA implemented a variety of cost-cutting measures resulting in no layoff of permanent employees and minimal reductions in operational services. Major changes included:

- *Mid-term contract concessions from employees and managers which reduced projected expenses by \$27 million over the next four years.*
- *Safety employees begin paying 9% of pay towards retirement; phased-in over four years (transitioning Costa Mesa Firefighters will be considered new hires and will begin paying the 9% immediately).*
- *New safety employees in the future (July 2012) will have a reduced retirement formula, 3%@55 rather than 3%@50.*
- *Safety employees and managers agreed to future pay raises based on a Trigger Formula, which means that employees will only get pay raises when predetermined financial health indicators are met for OCFA – pay raises will not be guaranteed based on a calendar date.*
- *A voluntary retirement incentive program was issued for OCFA's non-safety employees, offering a cash incentive - \$25,000 for those who retired by 12/31/10, \$15,000 by 3/31/11, and \$10,000 by 6/30/11. Twelve employees took advantage of the incentive, with eleven of the vacated positions frozen to produce \$1.5 million in annual ongoing savings.*
- *Several administrative safety support positions have been frozen, pending improved financial condition.*
- *Over \$20 million in planned capital projects were eliminated, reduced, or deferred pending improved financial condition. Necessary repairs and maintenance projects continue.*

10. Facilities

- **Provide cost estimate for repairs to City fire stations**

The estimated cost for those items identified in the OCFA proposal is \$587,000. The City's 5-year capital improvement budget of \$1,050,500 will provide funding for the identified costs.

- What is the estimate of the remaining useful life of each station

Staff estimates that the stations have a useful life of at least 30 years which can be extended with repairs and maintenance.

- Who pays for repairs and how is the need for future improvements and/or major repairs determined and negotiated?
- Who is the final authority is determining whether to make a repair?

Minor/routine repairs under \$1000 are completed using OCFA's General Fund which does not decrement the City's annual repair budget contribution of \$15,000. Repairs and/or improvements over \$1000 and single projects or aggregate of projects up to \$15,000 are paid using the \$15,000 that is included in the service costs. The amount of repairs/improvements will be replenished by the City the following year, up to the \$15,000 bank requirement. Projects over \$15,000 become capital projects/improvements and are coordinated with and funded by the city.

11. Provide Costs in Other Departments to support Fire Department and Identify any savings from contracting.

See Report, Exhibit A, Page 35

12. Can OCFA provide a price quote for staffing the Costa Mesa stations the same way as they are currently staffed now.

Option	Vehicles/ Staffing	Service Charge	Facilities Maintenance	Vehicle Depreciation	Total
*Current Service Level	4 Medic Engines 2 Trucks 1 USAR Squad 28 Post Positions	\$18,397,047	\$90,000	\$259,020	\$18,746,067

**Note: OCFA's quote includes the cost associated with the full service support network for the operation of a fire department. For an "apples to apples" comparison City costs associated with staff in support of the fire department should be factored into City Fire budget.*

13. What are the actual response times for the Costa Mesa Fire Department?

See Report, Page 18

- 14. Please explain how the apparatus that is transferred to OCFA valued in the event that Costa Mesa would seek to reestablish its fire department after the initial contract term with OCFA? In other words, what would Costa Mesa have to pay to buy back the apparatus after 10 years?**

OCFA's financial staff will track the value of apparatus transferred to OCFA from Costa Mesa, also accounting for the added value of annual vehicle replacement contributions received from the City, and deducting for any vehicle purchases that are made to replace the apparatus assigned to the City. This accounting produces an ongoing "value" either positive, reflecting monies or apparatus due back to the City should the City exit from OCFA, or the accounting produces a negative, reflecting no value due back to the City upon exit from OCFA.

- 15. Costa Mesa has an active CERT program. What level of support will be provided to this program by OCFA in the event of a contract for fire services?**

OCFA also participates in the CERT program and that program would continue.

- 16. Do the proposed contract costs for the 3 options take into consideration the fact that Costa Mesa is not surrounded by wild lands, and therefore should present a reduced fire risk?**

Costa Mesa does have a small portion of wildland and has utilized OCFA resources for that area in the past. The cost for service incorporates all of the risks and specialty resources within OCFA jurisdiction. The specialty resources have multiple uses and are considered "all risk". They could be deployed for other large scale incidents such as earthquakes, floods, terrorism, etc.

- 17. Explain the Paramedic Assessment Unit (PAU) concept proposed to be utilized by OCFA and how they operate and are deployed as compared to the Paramedic units? How does this benefit the Paramedic units?**

The Orange County Fire Authority's paramedic program provides additional advanced life support and care to victims of accidents or

illnesses through an integrated approach to pre-hospital care by utilization of paramedic assessment units (PAUs). In a system as diverse as Orange County, fire stations are spaced geographically based on call volume and response time requirements. These areas need a fire suppression and first response medical unit. The Paramedic Assessment Unit (PAU) concept allows for staffing an apparatus with a firefighter paramedic that is capable of performing firefighting duties and Advanced Life Support (ALS) treatment. OCFA paramedic assessment units are equipped to the same standards as a paramedic unit.

When a PAU is dispatched to a medical aid call, the closest ALS (two-paramedic) unit is also dispatched as per County of Orange policy. On arrival, the PAU paramedic begins assessment and treatment of the patient while awaiting the arrival of the two person paramedic team.

This system delivers two direct benefits to the citizens; it distributes paramedics on engines uniformly over a geographic area, allowing for a more timely delivery of advanced life support care and treatment. Additionally, based on the severity of illness or injury, the PAU paramedic can cancel the paramedic unit responding – putting that unit back in service for the next call.

18. What accounts for the reduction of \$970,341 between options 1 and 2, with a reduction of only 1 in staffing per shift?

The difference between option 1 and 2 is due to the decrease of one post position (3 personnel). Also factored in are the types of positions and the relating costs associated with the different positions of rank; For example, option 1 calls for 18 Fire Captains and 18 Fire Apparatus Engineers. Option 2 calls for 15 Fire Captains and 15 Fire Apparatus Engineers. Additionally the vehicle replacement costs contribute to the difference between the options; the cost to replace paramedic vans is less than that of fire engines and trucks.

19. Provide OCFA salary tables for fire staffing.

See Attached

20. Provide total compensation comparison between Costa Mesa Fire and OCFA.

See Report, Page 24

21. What accounts for the \$851,000 in "other costs" identified in the Proposal?

In the Costa Mesa FY 09/10 and 10/11 budgets the internal rent costs (these are costs associated with vehicle repair/maintenance and replacement) were removed from the budget. If Costa Mesa were to retain the Fire Department these costs could not be removed from the budget for a prolonged period. OCFA validated this with Costa Mesa city staff and it was determined that these costs are attributable to the fire department budget. To get a representation of those costs as a go forward the actual costs for the internal rent was compiled from the previous ten years budget.

22. Dispatch

- **Describe the process for transferring fire calls coming to the Costa Mesa Communications Center to OCFA.**
- **What is the anticipated transfer time?**

The 9-1-1 system is designed with a one button instant transfer system. OCFA currently operates with 14 Public Safety Answering Point (PSAP) police dispatch agencies, without issue, in a positive professional working relationship.

The Police Dept. would answer the 9-1-1 phone "Costa Mesa 9-1-1 what is your emergency?" and when the person says "I have a fire or medical call" the PD would hit a single button transfer switch to forward the call to OCFA. The PD would not ask any additional questions and would remain on the line as OCFA obtained the details and provided emergency medical dispatch instructions. If it is a non-PD call, the PD can hang up without notice by the caller. If it is a PD call (i.e. assault or shooting victim) OCFA dispatch would state at the end of instruction "PD go ahead" and they would obtain suspect details.

The delay is approximately 10 seconds

23. Does OCFA inspect apartments, and if so, is there a charge?

With the exception of High Rise apartments, Operation's personnel perform annual inspections on all apartments. All High Rise structures are inspected by Fire Prevention. There are no inspection fees.

24. How does OCFA handle the 4th of July period for those contract cities that still permit the sale and use of safe and sane fireworks?

OCFA arranges to meet with all firework vendors prior to their setup and goes over the site plan for the location. A physical inspection is performed after the setup before the inventory is delivered and once again after the delivery. Follow up inspections are performed as needed. OCFA charges an inspection fee of \$436.00 to recover the costs associated with the inspectors.

Additionally, OCFA has a detailed plan for all of the public displays of fireworks that occur within OCFA jurisdiction and provide an inspector onsite during the event to ensure safe operation.

25. OCFA Helicopter Program – What would the anticipated response time be from its base in Fullerton to Costa Mesa? How is the helicopter allocated to the OCFA cities?

OCFA operates two Bell 412 helicopters out of the Fullerton airport. The helicopter has a 2-5 minute warm up to depart Fullerton and a 12-15 minute flight time to Costa Mesa. There is no specific allocation of the helicopter to any partner city.

26. Would the current Costa Mesa fire personnel (many live in the City) be able to continue to serve in Costa Mesa under OCFA?

Costa Mesa Firefighters will retain their current post position in the city following transition until they voluntarily transfer per OCFA SOP and MOU. To smoothly transition Costa Mesa employees, OCFA will administratively assign a minimum of fifty (50) percent of the City personnel to other OCFA stations during the first year of the contract. Those employees will retain the right to move back following the one year re-assignment if so desired.

27. Station 6 Closure with Option 2 – Who is served by that station and what would be the impact on service and response times to those served?

Station 6's service area is the area north of the I405 freeway and East of Fairview Dr. Analysis shows that Station 2 can fully cover the area within 5 minutes. In addition, Santa Ana Station 6 can respond to the complete area within 5 minutes to ensure reliability. This, with the Medic Van at Station 2 allowing for the Engine to remain in the first due area while the Van is on follow up stabilizes the reliability factor to the service area all within the 5 minute travel time standard.

28. How does the OCFA proposal account for special risks such as the Fairgrounds, South Coast Plaza, and the Performing Arts Center, particularly as it relates to a natural disaster or act of terrorism?

The high risk occupancies will be handled by OCFA similarly as they are currently handled. They would be flagged in the Computer Aided Dispatch (CAD) system as a target hazard or as a special area. Special Area mapping including staging, access, water or other special needs would be mapped and placed on units in Costa Mesa and Irvine, with a copy in the stations for cover units. Multi victim incidents, earthquakes procedures, and all high risk terrorism policies would be incorporated in the systems in place.

OCFA has several special risk areas such as San Onofre Nuclear Generating Station, UCI Berkley Auditorium, Knott's Berry Farm, colleges, malls and market places throughout the jurisdiction. Training and disaster preparedness are part of OCFA's standard operating practice and personnel prepare for these types of emergencies on a regular basis.

29. Is there any flexibility in the service options presented?

There is some limited flexibility with the service options with relation to the exact location of units. For example if Option 2 is selected the closed station could be station 2 instead of station 6 with the same staffing and cost.

30. How will the elimination of the USAR unit from the City affect service to Costa Mesa? Where will USAR service be provided from?

The elimination of the Urban Search and Rescue (USAR) vehicle from the city will not affect the day to day service to the citizens.

The Orange County Fire Authority is capable of providing Urban Search and Rescue (USAR) services, utilizing four USAR truck companies strategically placed within Orange County. One of these truck companies is within close proximity to the City of Costa Mesa in Irvine. In addition, OCFA and the Federal Emergency Management Agency (FEMA) jointly sponsor one of the twenty-eight national Urban Search and Rescue Teams. California Task Force Five (CATF-5) based in Orange County, has an extensive array of equipment and provides advanced search and rescue services to communities in need. This additional cache of equipment coupled with OCFA's USAR qualified personnel, allows OCFA to deliver multiple USAR units, response personnel and equipment to emergencies.

31. Provide information on the Reserve Firefighter program.

The OCFA operates 10 Reserve Stations, where members are required to reside within a 10 minute response time from home to station. The program has been significantly modified over the past 15 years, to reduce the OCFA's reliance on Reserves primarily for front-line emergency response, to that of a support role. Over time, the demographics of Orange County have become more populous with numerous new cities being formed. This has caused the necessity for evolution of the program over several decades, to coincide with the county's changing demographics.

In 2002, a comprehensive study was completed, recommending the reduction of the front-line emergency role of the Reserves, to more of a support function. The majority of fire engines were removed from the Reserve stations and replaced with Patrols and Squads. In 2008 and 2009, additional studies were performed to identify issues and problems of non-response and lack of participation by OCFA's Reserves. In September, 2010, a performance report was presented to the OCFA Board of Directors, which focused on participation by the Reserves', and the effective utilization and contribution by the Reserve units. Recommendations for the closure of 11 Reserve Stations were adopted by the Board of Directors. The majority of these station closures were within the urban areas, where recruitment, participation, and volunteer retention is more difficult. The affected Reserves at the closed stations have been offered opportunities to transfer to other stations, or have expressed interest in OCFA's future Fire Corps Volunteer Program, which is currently being reviewed and developed.

32. Provide historical growth in expenditures for Costa Mesa Fire Department for last 10 years.

	2002-03	2003-04	2004-05	2005-06	2006-07
	\$15,496,569	\$15,932,031	\$16,985,620	\$18,827,510	\$19,226,654
% Increase		2.81%	6.61%	10.84%	2.12%

	2007-08	2008-09	2009-10	2010-11	2011-12
	\$21,568,367	\$22,898,621	\$20,851,519	\$19,398,404	\$19,875,475
% Increase	10.86%	6.17%	<8.94%>	<6.97%>	2.46%

33. Provide historical growth in expenditures for OCFA for last 10 years overall and cash contract cities specifically.

See spreadsheet reflecting the History of Annual Increases for Cash Contract Cities. OCFA's cash cities have experienced an average annual increase of 3.20% over the past 16 years.

34. Provide average cost per firefighter for OCFA.

See Report, Page 24.

OCFA Salary Table

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
FIRE FIGHTER												
Hourly	\$20.51	\$21.14	\$21.72	\$22.34	\$22.93	\$23.65	\$24.14	\$24.79	\$25.47	\$26.15	\$26.87	\$27.58
Biweekly	\$2,297.12	\$2,367.68	\$2,432.64	\$2,502.08	\$2,568.16	\$2,648.80	\$2,703.68	\$2,776.48	\$2,857.64	\$2,928.80	\$3,009.44	\$3,088.96
Monthly	\$4,977.09	\$5,129.97	\$5,270.72	\$5,421.17	\$5,564.35	\$5,739.07	\$5,857.97	\$6,015.71	\$6,180.72	\$6,345.73	\$6,520.45	\$6,697.75
Annual	\$59,725.12	\$61,559.68	\$63,248.64	\$65,054.08	\$66,772.16	\$68,868.80	\$70,295.68	\$72,188.48	\$74,168.64	\$76,148.80	\$78,245.44	\$80,312.96
FIRE APPARATUS ENGINEER												
Hourly	\$23.15	\$23.74	\$24.39	\$25.07	\$25.63	\$26.34	\$27.09	\$27.80	\$28.61	\$29.33	\$30.18	\$30.93
Biweekly	\$2,592.80	\$2,658.88	\$2,731.68	\$2,807.84	\$2,870.56	\$2,950.08	\$3,034.08	\$3,113.60	\$3,204.32	\$3,284.96	\$3,380.16	\$3,464.16
Monthly	\$5,617.73	\$5,760.91	\$5,918.64	\$6,083.65	\$6,219.55	\$6,391.84	\$6,573.84	\$6,746.13	\$6,942.69	\$7,117.41	\$7,323.68	\$7,505.68
Annual	\$67,412.80	\$69,130.88	\$71,023.68	\$73,003.84	\$74,634.56	\$76,702.08	\$78,886.08	\$80,953.60	\$83,312.32	\$85,408.96	\$87,884.16	\$90,068.16
FIRE CAPTAIN												
Hourly	\$26.86	\$27.53	\$28.31	\$29.16	\$29.92	\$30.76	\$31.52	\$32.43	\$33.26	\$34.19	\$35.23	\$36.21
Biweekly	\$3,008.32	\$3,083.36	\$3,170.72	\$3,265.92	\$3,351.04	\$3,445.12	\$3,530.24	\$3,632.16	\$3,725.12	\$3,829.28	\$3,945.76	\$4,055.52
Monthly	\$6,518.03	\$6,680.61	\$6,869.89	\$7,076.16	\$7,260.59	\$7,464.43	\$7,648.85	\$7,869.68	\$8,071.09	\$8,296.71	\$8,549.15	\$8,786.96
Annual	\$78,216.32	\$80,167.36	\$82,438.72	\$84,913.92	\$87,127.04	\$89,573.12	\$91,786.24	\$94,436.16	\$96,853.12	\$99,561.28	\$102,589.76	\$105,443.52
BATTALION CHIEF												
Hourly	\$41.18	\$44.86	\$48.50									
Biweekly	\$4,612.16	\$5,024.32	\$5,432.00									
Monthly	\$9,993.01	\$10,886.03	\$11,769.33									
Annual	\$119,916.16	\$130,632.32	\$141,232.00									

The salaries listed above do not include any bonus pay as identified in the FireFighter MOU

**Orange County Fire Authority
History of Annual Increases
Cash Contract City Charges**

Fiscal Year	Stanton	Placentia	Tustin	Seal Beach	Buena Park	San Clemente (1)	Westminster	Average Annual Increase
1995-96	2.33%	2.33%	2.33%	2.33%	1.68%	1.84%		2.14%
1996-97	0.56%	0.56%	0.56%	0.56%	1.09%	0.90%	0.54%	0.68%
1997-98	2.50%	2.50%	2.50%	2.50%	2.41%	2.38%	2.42%	2.46%
1998-99	3.43%	3.43%	3.43%	3.43%	3.32%	3.27%	3.33%	3.38%
1999-00	3.00%	3.00%	3.00%	3.00%	2.90%	2.86%	2.91%	2.95%
2000-01	3.50%	3.50%	3.50%	3.50%	2.02%	2.94%	2.89%	3.12%
2001-02	3.50%	3.50%	3.50%	3.50%	3.43%	10.57%	3.42%	3.48%
2002-03	3.50%	3.50%	3.50%	3.50%	3.43%	3.63%	3.42%	3.50%
2003-04	3.50%	3.50%	3.50%	3.50%	3.50%	3.41%	3.50%	3.49%
2004-05	3.50%	3.50%	3.50%	3.50%	3.50%	16.56%	3.50%	3.50%
2005-06	4.00%	4.00%	4.00%	4.00%	4.00%	6.47%	4.00%	4.00%
2006-07	4.00%	4.00%	4.00%	4.00%	4.00%	5.41%	4.00%	4.00%
2007-08	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
2008-09	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
2009-10	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
2010-11	2.61%	2.95%	1.75%	3.35%	2.29%	1.82%	2.26%	2.43%
Average Since Formation of OCFA	3.25%	3.27%	3.19%	3.29%	3.10%	4.63%	3.01%	3.20%

(1) Additional personnel services were added to the city's contract as a result of new development in the city resulting in charge costs increase for this city only.

(2) The annual increase for the city that added personnel due to new development was excluded from the average annual increase since the driving factor was specific to one city only.